



STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

July 14, 2000

MEMORANDUM

TO: Public Employment Reform Stakeholders

FROM: Mike McCartney
Director

SUBJECT: DRAFT Plan to Implement Act 253, 2000 Session Laws of
Hawaii, Public Employment Reform

Attached for your information is a copy ("**Work in Progress**") of the implementation plan for Act 253, Public Employment Reform. As outlined in the draft, various teams have been established to focus on specific areas, e.g. benefits, classification, etc. requiring reconsideration and change in light of the reforms enacted by Act 253.

Each of these teams will be responsible for recommending to the Governor, as appropriate, new programs in each respective area and also the revision of associated collective bargaining agreements, procedures, rules, i.e. repeal of unneeded rules and adoption of new rules or personnel policies. The drafted Implementation Plan is a "work in progress," in that, as the teams make progress in their respective areas and attain their immediate goals, teams may be redefined and outcomes changed as teams respond to emerging needs and issues.

Because of the broad involvement of many concerned parties in creating the legislation that eventually was enacted as Act 253 and based on on-going discussions with stakeholders, the Department of Human Resources Development is committed to continue to strive towards adhering to those principles identified at the 1999 Maui Civil Service Conference with respect to the process characteristics that all stakeholders would like to see observed in the process to reforming public employment:

- Open communications
- Fair representation of all stakeholders involved

- Participation in decision-making – free from retaliation & political influence
- Set goals & timelines while stepping outside the box
- Modernization results must be better than what we have now
- Identify problems & priorities
- Ownership / Commitment
- Clear purpose
- Open & receptive to all ideas

In light of these principles and your involvement as a stakeholder in the development of the "Stakeholders' Version of Public Employment Reform" legislation, your representative's active participation in the implementation process as Team Members would be welcomed. Should you want a representative from your organization to be included as a Team member on any of the identified Teams, please contact the designated Team Leader (see attached listing of Team Leaders).

To facilitate the scheduling of team meeting dates, times and locations a SuperCalendar website has been created and you may access this information at the following web address:

<http://SuperCalendar.com/view.php?name=Publicservice2000>

While there is much to be accomplished in the context of very aggressive Target Completion Dates, it is anticipated that with Stakeholders active participation, cooperation and support and through the efforts of the staff of HRD a new administrative infrastructure for human resources in public service can be created.

I hope that you will join with the staff of the Department of Human Resources Development to continue to help create a new environment for public employment.

Attachments